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Open door

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KENNETH S. REAMES was born in Sunfield, Michigan and graduated from the Walton School of Commerce. He has been in public accounting since 1930, with time out for military service during World War II. Mr. Reames, who specializes in tax work, is active in several professional organizations and has also been a guest lecturer at the University of Michigan School of Business Administration.

THE OPEN DOOR

There is a growing recognition of the important fact that the continued success of any business depends primarily upon the efforts of the people who conduct its activities. In order for the business to succeed, there must be key people who are endowed with the qualities of leadership — they must be capable, alert, imaginative, enthusiastic and imbued with a compelling desire to achieve planned objectives. Moreover, such persons must possess a loyalty to the organization itself and to those the organization serves.

Applying this thinking to our own firm, it follows that because of the nature of the business in which we are engaged, our people have need to cultivate a professional attitude. They should create in the minds of clients and the public at large an image of professional competence and integrity both for themselves and for the firm.

Great care is exercised by the firm in selecting and training staff people. During initial interviews and later in counselling, the question is often asked, "When may I expect to be promoted to Supervisor, to Manager and to Partner?" The question is a natural one and deserves a forthright answer. My own reply has been to the effect that advancement in our firm is not governed by a precise time schedule; that we have not established minimum or maximum time intervals; and that the individual himself is the one person who can best determine the rate and extent of his progress in the organization. The development of his capabilities, the earnestness of his efforts, and his all-around growth as a professional accountant will control significantly the progress he will make and the goals he will attain.

The present is a good time for introspection. Each of us well might ask himself if he is doing all that he should toward achieving self-improvement through such channels as development of his professional talents, participation in civic affairs and professional activities, and continuing education. He might also challenge his efforts in the area of business development. All these are factors which influence progress in the firm and for the firm.